



**Canada Council
for the Arts**

**Conseil des Arts
du Canada**

RESULTS-BASED ACTION PLAN

**IMPLEMENTATION OF SECTION 41
OF THE *OFFICIAL LANGUAGES ACT*
*2008-2009 to 2010-2011***

**SUBMITTED TO THE DEPARTMENT OF CANADIAN HERITAGE
Interdepartmental Coordination Directorate
Official Languages Support Programs**

June 2008

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General information and period covered

Federal institution: Address: Web site:	Canada Council for the Arts 350 Albert Street, PO Box 1047 Ottawa, ON K1P 5V8 www.canadacouncil.ca
Department responsible:	The Honourable Josée Verner Minister of Canadian Heritage, the Status of Women and Official Languages
Senior official(s) responsible for implementation of Part VII of the OLA (e.g.: Assistant Deputy Minister, Official Languages Champion):	Mr. Robert Sirman, Director of the Canada Council for the Arts Ms. Manon Dugal, Director, Human Resources, Official Languages Champion
Mandate of federal institution (4 to 5 lines):	The Canada Council for the Arts is an independent Crown corporation whose mandate is "to foster and promote the study and enjoyment of, and the production of works in, the arts" as established in its Act. The Council offers a wide range of grants and services to artists and professional Canadian arts organizations working in music, theatre, writing and publishing, visual arts, dance, media arts and integrated arts (multidisciplinary).
National coordinator responsible for implementation of Section 41: Exact title: Postal address: Email:	Katherine Berg Coordinator and Special Advisor 350 Albert Street, P.O. Box 1045 Ottawa ON K1P 5V8 katherine.berg@canadacouncil.ca
Regional Coordinators (if any): Exact titles: Postal addresses: Email:	The Canada Council does not have regional coordinators.
Period covered by the action plan:	April 1, 2008 to March 31, 2011

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Summary of expected progress in achieving the results

The Canada Council for the Arts supports the production of deserving works and encourages excellence within a broad range of artistic disciplines, in both official languages and in all regions of the country. The Council places considerable importance on issues concerning the official languages. Since its founding in 1957, the Council has supported artists and arts organizations in official language minority communities (OLMCs).

The Canada Council for the Arts is submitting its action plan for the implementation of section 41 of the *Official Language Act* to the Department of Canadian Heritage. This triennial plan covers the period April 1, 2008 to March 31, 2011, and builds on the Council's general action plan, *Moving Forward*, which covers the same period.

Before adopting its own action plan, in 2007 the Council consulted widely with artists and arts organizations, Council employees, government partners and other interested parties. The *Fédération culturelle canadienne-française (FCCF)* and the English-Language Arts Network (ELAN) participated actively in this process, as did OLMC artists, arts organizations and national organizations. Based on that consultative process, the Council published a 2008-2011 strategic plan, followed by the action plan *Moving Forward*, which presents the Council's values and the five major strategic directions guiding its activities over the next three years. The five directions are as follows:

Direction 1 – Individual Artists: Reinforce the Council's commitment to individual artists, working alone or collaboratively, as the core of artistic practice in Canada.

Direction 2 – Arts Organizations: Broaden the Council's commitment to arts organizations to strengthen their capacity to underpin artistic practices in all parts of the country.

Direction 3 – Equity: Enhance the Council's leadership role in promoting equity as a critical priority in fulfilling Canada's artistic aspirations.

Direction 4 – Partnership: Make partnerships with other organizations a key element in the Council's approach to advancing its mandate.

Direction 5 – The Council's Organizational Development: Enhance the Council's capacity to support the arts and implement change by strengthening its structure, staffing and services.

The third direction, entitled "Equity", is the theme underpinning the development of its action plan for the implementation of section 41. In its strategic plan, the Council asserts its historic commitment to diversity, equity and the country's linguistic duality. It is expanding its equity-related activities, taking into account all aspects of equity, including linguistic equity. It should be recalled that since the 1990s, the Council has focused its equity-related efforts on cultural diversity and support for Aboriginal arts. The 2008-2011 action plan will allow the Council to pursue an exemplary and inclusive process to promote equity.

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To support its action plan, the Council has revised its organizational structure leading to the reorganization of the Arts Division in fall 2007. The responsibilities of the former division are now divided between the Arts Disciplines Division and the Strategic Initiatives Division. All divisions share responsibility for implementing the third direction of the strategic plan addressing equity.

Last, an increase in the Council's annual parliamentary appropriation will assist the Council to carry out its action plan. As of 2008, its budget will increase by \$30 million dollars.

The Council's action plan for the implementation of section 41 is based on the following categories:

- Awareness

By asserting the importance of equity as a critical priority in *Moving Forward*, the Council is playing a leadership role in the arts. It is establishing participatory mechanisms to allow its employees to continue working on linguistic equity and to propose mechanisms that will support this commitment.

- Consultation

The Council will continue its regular consultations with artists, arts organizations, associations, groups and government partners, encouraging its employees to participate.

- Communications

The Council will conduct a thorough analysis of its communications function and will thus be able to establish appropriate mechanisms for promoting its programs and policies within OLMCs.

- Coordination and liaison

The new Strategic Initiatives Division will facilitate the development of support strategies appropriate to OLMCs. The new internal Equity Implementation Committee will support the Division in this effort. The Division will also encourage partnerships to strengthen support to communities.

The Council will continue to participate in meetings of the signatories of the *Agreement for the Development of Francophone Arts and Culture*, activities organized by the Department of Canadian Heritage in the context of the implementation of section 41 of the *OLA* and activities organized by other partners.

- Funding and program delivery

The Council is working to increase the grants program budget significantly, thanks to the ongoing \$30 million increase in its parliamentary appropriation. It will ensure that OLMC artists and arts organizations have equitable access to this additional funding. It will continue to support OLMC artists and arts organizations in its regular programs and implement positive measures when necessary to ensure equitable access to its programs. It will continue to manage the Interdepartmental Partnership with the Official-Language Communities (IPOLC) in 2008-2009 and will develop alternative mechanisms in the event this partnership is not renewed.

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- Accountability

The Council will continue to report on its official language-related activities to its government partners and target communities.

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Detailed action plan

A. AWARENESS (in-house activities)

[Training, information, orientation, awareness, communication and other activities carried out **in-house** in order to educate employees and/or senior managers of the federal institution about linguistic duality and the priorities of OLMCs; senior manager performance contracts and recognition programs; taking the viewpoint of OLMCs into account during research, studies and investigations.]

Expected Result:

Creation of lasting changes on federal institution organizational culture; employees and management are aware of and understand their responsibilities regarding section 41 of the *Official Languages Act* and OLMCs.

Planned activities to achieve the expected result	Expected outputs	Indicators to measure the expected result
Create awareness among members of the Council's Board, who receive the coordinator's Annual Report on section 41 every year, informing them of the initiatives established to meet Council goals regarding linguistic duality and OLMC equity. This will improve their understanding of the OLA.	Annual report	- Increased awareness among Board members of linguistic duality and OLMC needs.
Meetings of IPOLC officers, who are appointed in each disciplinary section to manage IPOLC funds for their discipline; participate in consultation meetings relating to the IPOLC agreement and cooperate on communications activities.	Four internal meetings annually	- Information exchange among officers; - Contribution to the Council's deliberations in the context of its strategic plan; - Improvements to the mechanism for allocating IPOLC funds and cooperation on communications activities; - Participation in consultation meetings with government partners and the community.
Internal meetings with senior managers, the Leadership Group, the Divisions and the directors of the disciplinary sections to implement Direction 3 (equity) of the <i>Moving Forward</i> action plan.	Several meetings annually	- The Council's senior managers and employees cooperate in developing and implementing strategies following from the action plan.

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Meeting of the Board outside the national capital region and organization of awareness activities (visits to organizations, presence at arts events, public relations activities, etc.). In 2008, the Board will meet in Winnipeg. A public meeting and a reception for the arts community will be organized in conjunction with the meeting. OLMC representatives will be invited to those activities.	An annual meeting of the Board outside the national capital region	- Participation by the Francophone community in activities organized in association with the Board meeting held in Winnipeg (and different cities for the next two years); - Greater awareness on the part of Board members; - Opportunities for dialogue between the community and Council members.
Via email and Intranet posting, distribute the action plan and annual report on results of the implementation of Section 41 to all employees.	2008-2011 action plan and annual report of results	- All employees are aware of the Council's efforts to support linguistic duality and artistic development of OLMCs.
Seminars featuring an artist or arts organization for Council employees to increase understanding of OLMCs' artistic vitality and the conditions under which artists and arts organizations work and to create dialogue between Council employees and the artist or arts organization.	Several presentations for Council employees	- Better understanding of artistic practices in OLMCs; - Heightened employee interest regarding OLMC artists and arts organizations; - Active employee participation.
Managers, program officers and coordinators attend OLMC-organized events and meet artists and representatives of arts organizations.	Council employees make several trips to different communities	- Greater knowledge of OLMC artists and arts organizations, greater understanding of their environment and working conditions, greater knowledge of their practice; - Increased number of trips, thanks to the Council's budget increase; - More opportunities for dialogue among Council employees and OLMC members.

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Studies and research: In the context of Direction 5 of its action plan, the Council seeks to broaden its research capacity. The new Strategic Initiatives Division will be in a position to launch several studies to obtain data essential to understanding current arts issues and the impact of its programs and policies. The Council will include a research category addressing linguistic groups and will present a separate analysis of the research results specific to those communities. Several studies now underway, or to be launched in 2008, will comply with that guideline. The Council may seek to partner with the Department of Canadian Heritage for research projects specific to OLMCs. In addition, the Council will ensure that all programs comply with the terms of reference with respect to equity.	Research reports on OLMCs, terms of reference with respect to equity, analysis of OLMC-specific data in studies with a broader focus and program evaluation.	- Improved knowledge of OLMCs and artistic practices; - Acquisition of data providing for informed policies and appropriate measures; - Council initiatives supporting OLMC arts activities are strengthened; - Reports shared with government partners and arts communities.
Distribute <i>Bulletin 41-42, Infoaction</i> and other Section 41-related documents from the Department of Canada Heritage and the Office of the Commissioner of Official Languages to senior managers, coordinators and Heads of disciplinary sections.	Distribution of information newsletters and other documents	- Increased awareness senior staff of the federal government's activities in the area of linguistic duality; - Improved knowledge and integration of OLMC concerns in the development of the Council's policies and programs; - Council's initiatives in support of OLMC artistic activity are strengthened.

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B. CONSULTATION (Sharing of ideas and information with OLMCs)

[Activities (e.g. committees, discussions, meetings) through which the federal institution consults the OLMCs and dialogues with them to identify their needs and priorities or to understand potential impacts on their development; activities (e.g. round tables, working groups) to explore possibilities for cooperation within the existing mandate of the federal institution or as part of developing a new program or new policy; participation in consultations with OLMCs coordinated by other government bodies; consultation of OLMCs by regional offices to determine their concerns and needs.]

Expected Result:

Creation of lasting relationships between the federal institution and OLMCs; federal institution and OLMCs understand each other's needs and mandates.

Planned activities to achieve the expected result	Expected outputs	Indicators to measure the expected result
<i>Tendances</i> : Annual consultation meeting with the Council's senior management, heads of the disciplinary sections, IPOLC officers and representatives of the <i>Fédération culturelle canadienne-française (FCCF)</i> and national organizations.	Several preparatory meetings and one annual meeting	- Quality of discussions and information exchange; - Improved understanding of respective issues; - Opportunity to provide an update on arts organizations' priorities and explore areas for cooperation; - High level of participation by Council employees.
Annual bilateral meeting between the Director of the Canada Council for the Arts and FCCF representatives.	One annual meeting	- Information exchange; - Awareness among senior management; - Heightened mutual understanding; - Quality of dialogue and follow-up.

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Annual meetings to address IPOLC with FCCF and ELAN representatives to discuss the objectives of the partnership agreement, allocation of funds and mechanisms for allocating funds.	One annual meeting with the FCCF and two with ELAN	- Information exchanges and distribution of the PICLO and IPOLC annual reports; - Discussions regarding allocation methods and priorities; - Participation of the Council and associations.
Events and meetings with OLMC artists, arts organizations and associations. These meetings may be initiated by the communities or by the Council. Occasional meetings when Council employees are in the field. The topics discussed may be general or may address specific issues.	Various meetings with representatives of the OLMC arts communities	- Information exchange; - Cooperation between the Council and the OLMCs; - Increased employee travel resulting from Council's budget increase.
Canada Council for the Arts participates in various working groups (publishing, theatre, media arts, music/song) coordinated by the Department of Canadian Heritage.	Participation in working groups	- Greater understanding of issues in the disciplines and sector developments; - Number of meetings; - Active participation by Council employees.
Participation in research activities undertaken by the OLMCs: The Council will continue to cooperate on updating the <i>Étude sur le positionnement de la francophonie canadienne au sein des grandes institutions culturelles</i>, a study on the positioning of Francophone Canada within major cultural institutions. The Council will cooperate, as needed, in the research conducted for OLMCs.	Annual data on Council funding	- Relevance of data provided; - Regular cooperation with the OLMCs

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C. Communications (Transmission of information to OLMCs)

[External communications activities to inform OLMCs about the activities, programs and policies of the institution and to promote the bilingual character of Canada; inclusion of OLMCs in all information and distribution lists; use of the institution's Web site to communicate with OLMCs.]

Expected Result: OLMC culture reflects an up-to-date understanding of the federal institution's mandate; OLMCs receive up-to-date and relevant information about the federal institution's programs and services (P&S).		
Planned activities to achieve the expected result	Expected outputs	Indicators to measure the expected result
Organization of information sessions and grant writing workshops for OLMC artists and arts organizations. Cooperate with ELAN to organize workshops in the Québec region. Cooperate with the FCCF to identify events in which the Council might participate to reach more artists.	Minimum of four information sessions and workshops/year	- Greater understanding of Canada Council of Arts' programs among OLMC artists; - Improved quality of proposals submitted; - Higher success rates among OLMC artists; - Greater visibility for the Council; - Increased number of requests from OLMC artists.
Increased presence of Council officers in the field: Council's increased budget provides for the hiring of new employees and improved work-sharing, which will free up time for additional travel. Travel budget will be increased.	Numerous regional trips	- Increased travel budget for Council employees; - More regional travel for program officers; - More meetings and opportunities for dialogue among Council staff and OLMC artists and arts organizations.
Optimal use of the Council's Web site, displaying information on the Council's programs in the two official languages using a simplified format and clear language. Request forms available on the Web site, facilitating access to programs. Creation of a new portal on Section 41 implementation initiatives. Consult with OLMCs while portal is at the development stage.	Comprehensive, targeted, useful and bilingual information on the Council's Web site and creation of a new section for official languages.	- Availability of information on the Council's programs and its support for OLMC artists and arts organizations; - Window featuring OLMC artists' creation and arts organizations' production.

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Targeted OLMC media promotion to highlight successes of OLMC artists and arts organizations and the Council's support for communities.	Profiles in local media of artists and organizations supported by the Council	- Greater knowledge within OLMCs of the impact of Council grants; - Heightened recognition of the artistic vitality of OLMCs.
Regular distribution of news releases, the annual report and deadlines to representatives of OLMC arts organizations and OLMC artists. Distribution of a press release on 2008 IPOLC continuation.	Several postal mailings and emailings	- Increased knowledge among OLMC artists and arts organizations regarding the Council's activities, policies and programs; - Follow-up on the IPOLC agreement and greater understanding of the partnership; - Promotion of the Department of Canadian Heritage partnership.

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D. COORDINATION AND LIAISON (Does not include funding - Internal coordination and liaison with other government institutions)

[Coordination activities (research, studies, meetings, etc) carried out by the institution itself, along with other federal institutions or other levels of government; participation in activities organized by other federal institutions, other levels of government, etc.; participation of official languages champions, national and regional coordinators, etc., in various government forums.]

Expected Result: Co-operation with multiple partners to enhance OLMC development and vitality and to share best practices.		
Planned activities to achieve the expected result	Expected outputs	Indicators to measure the expected result
As a follow-up to the adoption of the action plan and its Direction 5, creation of the Strategic Initiatives Division , which will cooperate with all Divisions to help the organization better respond to trends and issues that cross artistic disciplines.	Creation of the Strategic Initiatives Division	- Improved coordination of implementation of Section 41 and implementation of positive measures on behalf of OLMCs; - Improved coordination of research on Canadian linguistic duality.
In keeping with the strategic plan and to ensure that Direction 3 is carried out, establishment of the Equity Implementation Committee , composed of Council staff from all levels and Divisions. Employee participation will be taken into account in their performance evaluation.	Creation of the internal Equity Implementation Committee	- Creation of a new internal committee; - Its mandate is defined, including an analysis of the needs of OLMC artists and arts organizations, and support disciplinary sections in establishing positive measures; - Active participation of Council staff; - Support for the Council's commitment to OLMCs.
Signature of a new <i>Agreement for the Development of Francophone Arts and Culture</i> (2008 to 2013) and participation in resulting meetings and activities.	Signature of a new agreement and participation at meetings of the signatories' committee	- Cooperation tools updated; - Cooperation among government partners strengthened.

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Designation of an individual in each section to serve as the contact for OLMC representatives within IPOLC. Certain sections will appoint two representatives—one for the Francophone community and another for the Anglophone community. These officers will meet regularly to discuss IPOLC goals, mechanisms and results.	One or two IPOLC officers per disciplinary section and several meetings annually	- Improved coordination of requests from OLMCs and services offered to OLMC representatives; - Administration of IPOLC adapted to the needs of the various disciplines.
National coordinator responsible for the implementation of Section 41 will participate in national coordinator meetings, national meetings and activities organized by government partners. The coordinator will ensure that the Council participates in consultations and other Canadian government activities regarding the artistic development of OLMCs.	Participation in meetings	- Strengthened cooperation among government partners; - Information exchange on activities of other departments and agencies regarding implementation of Section 41.
Participate in meetings of the working groups (publishing, theatre, media arts and music/song).	Several meetings annually	- Strengthened cooperation among the partners; - Areas of cooperation identified; - Improved understanding of challenges facing the disciplines.
Presentation to the Senate Standing Committee on Official Languages by the Director of the Strategic Initiatives Division. Consultation with other federal agencies.	Presentation on achievements and consultation with other federal agencies	- Improved understanding among senators of the Council's programs and positive measures; - Networking and cooperation.
In accordance with Direction 4 of the action plan, continuation of existing partnerships and creation of new ones with other government agencies to provide services and strategic financial support to target communities. OLMCs will benefit from these partnerships. The Council will seek to develop new ones. The existing partnerships are explained below.	Various partnerships	- Improved cooperation among public arts funding agencies; - Increased effectiveness of initiatives through resource-sharing; - Additional opportunities for OLMC artists and arts organizations to obtain funding; - Additional opportunities to promote the artistic vitality of OLMCs.
<i>Developing public engagement in the arts in New Brunswick</i> , partnership including the Canada Council, the Department of Canadian Heritage (Atlantic region), the Department of Wellness, Culture and Sport of New Brunswick, the Atlantic Canada Opportunities Agency and the New Brunswick Arts Council. It seeks to broaden New Brunswick residents' involvement in the arts as spectators, participants and advocates. Partnership activities include public surveys, a study on the needs of arts organizations and training for arts organizations.	Study follow-up; workshop for arts organizations	- Francophone organizations participate in the initiative's advisory committee; - Impact on New Brunswick OLMCs; - Networking activities for New Brunswick arts organizations and possibility of exchange of expertise; - Increased public involvement in the artistic activities of OLMCs.

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<i>Alberta Creative Development Initiative:</i> partnership among the Canada Council for the Arts, the Alberta Foundation for the Arts, the Calgary Arts Development Authority and the Edmonton Arts Council to support creation, production and dissemination projects by Alberta artists and arts organizations. Organization of information sessions to encourage participation i. of Francophone communities.	Programs to help artists and arts organizations, special fund and information sessions	- Participation by Alberta's Francophone artists and arts organizations; - Success rate of Alberta artists and arts organizations.
<i>Vivacité Montréal:</i> partnership of nine governmental and private organizations to fund young artists (under 35) from Montreal's immigrant or visible minority communities.	Assistance program and special fund	- Anglophone community's access to the <i>Vivacité Montréal</i> program; - Number of requests submitted by Anglophone artists; - Success rate of Anglophone artists.

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E. FUNDING AND PROGRAM DELIVERY

[Implementation of the federal institution's programs and delivery of its services; funding, alone or in cooperation with other federal institutions, of OLMC projects; inclusion of the needs of OLMCs in the delivery of the institution's programs and services.]

Expected Result: OLMCs are part of federal institution's regular clientele and have adequate access to its programs and services; OLMC needs (e.g. geographic dispersion, development opportunities) are taken into account.		
Planned activities to achieve the expected result	Expected outputs	Indicators to measure the expected result
Support for OLMC artists: in keeping with Direction 1 of the <i>Moving Forward</i> action plan, the Council will strengthen its involvement with Canadian and OLMC artists. Artists will continue to benefit from the Council's budget increases.	Support to OLMC artists for research, creation, travel and artistic development projects	- Increased number of requests for assistance submitted by OLMC artists; - Increased funding allocated to OLMC artists; - Success rate comparable to general success rate; - Contribution to the development of OLMC artists, support for their professional development and for the creation of new works; - Financial assistance which contributes to breaking through artists' isolation.
Participation of OLMC writers in the Public Lending Right Commission's program.	Annual payments distributed to OLMC writers	- OLMC writers represented on the Commission; - Increased knowledge of Commission among writers.

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Support for arts organizations: in keeping with Direction 2 of <i>Moving Forward</i>, the Council will continue to assist arts organizations to strengthen their capacity to underpin artistic practices in all parts of the country. Positive measures will be established to consider the specific OLMC environment and the challenges OLMCs face.	Operating assistance to OLMC arts organizations and support for OLMC organizations' projects, including dissemination projects.	- Increased operating support for eligible OLMC organizations; - Support provided to an increased number of OLMC arts organizations' production and dissemination projects; - Increased accessibility to artists' and arts organizations' works within OLMCs and abroad; - Promotion of linguistic duality; - Strengthened artistic vitality within OLMCs.
Extension of the Interdepartmental Partnership with IPOLC communities for one year: the Council will continue to administer IPOLC funds. The budget allocated to non-linguistic disciplines will be increased. The Council will continue to support ELAN for networking and dissemination activities in the Québec regions. If the agreement is not renewed, the Council will set up a replacement mechanism.	Renewal of the IPOLC agreement in 2008	- Increased support to OLMC artists and arts organizations for the projects involved in the creation, production and dissemination of the arts; - Regular consultations with OLMCs regarding administration of IPOLC funds; - Cooperation on special projects, such as the Regional Scenes organized by the National Arts Centre.
Implement positive measures for managing peer assessment committees: - The Council will continue to seek the regular participation of OLMC representatives on the various assessment committees. - The overall percentage on peer assessment committees of artists coming from OLMCs will continue to exceed their percentage of the Canadian population.	Annual statistical reports on the participation of OLMC representatives on evaluation committees	- OLMCs represented on a majority of committees assigned to evaluate applications; - Improved understanding of the OLMC applicants' practice contexts and enhanced quality of evaluations; - Greater understanding of Council processes among evaluators from OLMCs.

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Implementation of positive measures for managing peer assessment committees (continued): - Translation and simultaneous interpretation will be available during meetings of the committees evaluating operating support programs.	Interpretation and translation services	- Improved contribution from all assessment committee members, regardless of their language; - Greater understanding on the part of assessment committee members of all applications, regardless of the applicant's language.
Implementation of positive measures for managing peer assessment committees (continued): - Distribution of context sheets prepared by the FCCF and national organizations to members of the assessment committees.	Distribution of updated context sheets	- All assessment committee members understand the context within which Francophone OLMC artists and arts organizations work; - Improved assessment quality.
Possibility of targeted funding in accordance with the various existing or future partnerships (see section D for an overview of current partnerships).	Various partnerships	- OLMC artists and arts organizations benefit from funding and targeted activities.
Other Council activities; for example, in 2008, the Canadian Commission for UNESCO and the UNESCO Chair in Arts and Learning at Queen's University will organize a symposium on arts and learning.	Various activities, Symposium	- Participation of the FCCF in the Symposium steering committee, event has greater relevance for the Francophone community; - Participation of OLMCs; - Quality and relevance of content.

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F. ACCOUNTABILITY

[Activities through which the institution integrates its work on the implementation of Section 41 of the OLA with the department's planning and accountability mechanisms (e.g. report on plans and priorities, departmental performance report, departmental business plan, status report on implementation of Section 41 of the OLA, etc); internal audits and evaluations of programs and services; regular review of programs and services, as well as policies by senior managers of the federal institution to ensure implementation of Section 41 of the OLA.]

Expected Result:

Full integration of the OLMC perspective and OLA section 41 into federal institution's policies, programs, and services; the reporting structure, internal evaluations, and policy reviews determine how to better integrate OLMCs' perspective.

Planned activities to achieve the expected result	Expected outputs	Indicators to measure the expected result
Detailed annual reports on grants awarded to OLMC arts and arts organizations and on the IPOLC (one report for Anglophone activities and one report for Francophone activities). Information shared with the communities and partners.	Annual reports distributed to national organizations and government partners.	- Follow-up meetings with the FCCF and ELAN; - Report sent to Department of Canadian Heritage and follow-up.
Triennial action plan for the implementation of Section 41 of the <i>Official Languages Act</i> .	Triennial action plan	- Action plan submitted to the Department of Canadian Heritage and follow-up.
Annual report on results pursuant to implementation of Section 41 of the <i>Official Languages Act</i> .	Annual reports	- Reports submitted to the Interdepartmental Coordination Directorate at Canadian Heritage and follow up.
Evaluation of programs taking the equity framework (action plan Direction 5) into account.	Regular program evaluation	- Equity framework taken into account.
Annual statistical report on the representation of OLMCs on peer assessment committees.	Annual statistical reports	- Reports submitted to the Department of Canadian Heritage and follow-up.

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Distribution List

- Clerk of the House of Commons Standing Committee on Official Languages
See the Committee's Website for the Clerk's contact information:
(<http://cmte.parl.gc.ca/cmte/CommitteeList.aspx?Lang=2&PARLSES=392&JNT=0&SELID=CONTACT&COM=13193>)
- Clerk of the Senate Standing Committee on Official Languages
See the Committee's Website for the Clerk's contact information:
(http://www.parl.gc.ca/common/Committee_SenContact.asp?Language=F&Parl=39&Ses=2&comm_id=595)
- Commissioner of Official Languages
See the Website of the Office of the Commissioner of Official Languages for contact information:
(http://www.ocol-clo.gc.ca/html/contact_e.php#ac)
- OLMC groups and organizations

Federal institutions have the duty to publish their plan of action on their Website.
<http://www.canadacouncil.ca/aboutus/>
